**GREATER SUDBURY RINGETTE ASSOCIATION**

**BENCH STAFF CODE OF CONDUCT**

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of their athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must also recognize that they are conduits through which the values and goals of the Sudbury Ringette Association are channeled. Thus how an athlete regards his/her sport is often dependent on the behavior of the coach. The following Code of Conduct has been developed to aid coaches in achieving a level of behaviour that will allow them to assist their athletes in becoming well-rounded, self-confident and productive human beings.

**COACHES HAVE A RESPONSIBILITY TO:**

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.

2. Direct comments or criticism at the performance rather than the athlete.

3. Consistently display high personal standards and project a favourable image of their sport and of coaching.

1. Refrain from public criticism of fellow coaches
2. Abstain from the use of tobacco products while in the presence of his/her athletes and discourage their use by athletes.
3. Abstain from drinking alcoholic beverages when working with athletes.
4. Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.

4. Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment.

5. Consider the athletes’ future health and well-being as foremost when making decisions regarding an injured athlete's ability to continue playing or training.

6. Allow athletes’ goals to take precedence over their own.

7. Regularly seek ways of increasing professional development and self-awareness.

8. Treat opponents and officials with due respect both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of Ringette and the spirit of such rules.

9. In the case of minors, communicate and cooperate with the athletes’ parents or legal guardians, involving them in management decisions pertaining to their children’s development.

**COACHES MUST:**

1. Ensure the safety of the athletes with whom they work.

2. Respect their athletes' dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable (definition of harassment is attached).

Failure to comply with this Code of Conduct may result in disciplinary action in accordance with   
the Discipline Policy of SRA. The actions that may be taken by the committee range from a written reprimand up to and including a life time suspension as a member of the Association.

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| Name (Printed) |  | Name (Signature) |  | Date |

**Definition of Harassment**

Any physical, emotional, or psychological behaviour that demeans an individual is harassment. Harassment or abuse can include anything that is disrespectful, insulting, intimidating, hurtful, humiliating, degrading, or otherwise offensive or creates an uncomfortable environment for any person or group.

**Harassment may include:**

• Written or spoken insults, abuse, or threats

• Racial or ethnic slurs including racially derogatory nicknames

• Unwelcome remarks, jokes, innuendos, or taunting about a person’s appearance, body, attire, age, marital status, gender, ethnicity, race, religion, accent, sexual orientation, or disability

• Practical jokes that cause awkwardness or embarrassment, endanger the safety of an employee, student or client, or negatively affect work performance

• Unwelcome inquiries about a person’s source of income or funding

• Unwanted and inappropriate physical contact such as touching, kissing, leering, patting, pinching

• Inquiries or comments about a person’s sex life, sexual preferences

• Condescending remarks or behaviour which undermine self-respect

• Physical assault (including sexual assault)

• Misuse of authority such as deliberately punitive assignments.